

1 Labour shortage/resources	
Business cooperation	<ul style="list-style-type: none"> • More resources for RDI projects • Reskill and upskill. • Recruiting from foreign countries • Language education • Education in English (English degree programs) • Pay well-Take care-Hook the people-Nurse • Utilization of different investment schedules
Regional attractiveness	<ul style="list-style-type: none"> • Local attractiveness, clear target groups • Positive challenge of a new attractive North (new situation – from unemployment to labor shortage) • Sustainable tourism has increased, and it brings new possibilities to the area
Education	<ul style="list-style-type: none"> • Decreasing age groups (→ decreasing workforce) forcing to find new solutions, education as a service. • Focus on training for the labor market needs. • Improve the reputation of different professions. • Change in attitudes, meeting expectation from the employers, together (expecting fully trained workers) • Matching skills and jobs
2 Attractiveness	
Business cooperation	<ul style="list-style-type: none"> • Cooperation and networking between industries • Increasing the positive image of employers and industries
Regional attractiveness	<ul style="list-style-type: none"> • Common communication and marketing strategy • Permanent financing and resources • Cooperation despite the different working cultures by building trust. • Clearly defined responsibility, and funding, for certain organization(s)
Education	<ul style="list-style-type: none"> • Increasing attractiveness of different study fields • Marketing strategy for the area
3 Education and training	
Business cooperation	<ul style="list-style-type: none"> • Nordic degrees/education • Harmonization/recognition of training/education
Regional attractiveness	<ul style="list-style-type: none"> • The importance of recruitment (people working with attractiveness should have suitable education and competence)
Education	<ul style="list-style-type: none"> • Increase the awareness of training opportunities. • Equal education opportunities in the Nordics • Creating smooth and quick education channels for immigrants • Attracting more students to the area • The importance of recruitment (adequate and competent personnel)

	<ul style="list-style-type: none"> • Increase awareness of people with precise work ability
4	Language and culture
Business cooperation	<ul style="list-style-type: none"> • Awareness of different business cultures & multinational labor forces • Language training (non-native speakers, FI-SWE-NOR not an option)
Regional attractiveness	<ul style="list-style-type: none"> • Awareness of the history and cultural peculiarities the area • Respecting different cultures • Increase the interest of the younger generations in the region's culture? • Being proud of region's culture
Education	<ul style="list-style-type: none"> • Encourage people to use another language
5	Networks
Business cooperation	<ul style="list-style-type: none"> • Collaboration with businesses, municipalities, education providers etc. • More get-togethers • Learn from each other – success stories, • East-west cooperation • Active participation in different events and networks • Cross-border events for networking and understanding cultures. • Business advisers to network across borders, wider understanding of opportunities
Regional attractiveness	<ul style="list-style-type: none"> • Bringing quiet knowledge to light • Focus on the bigger picture (less working in silos) • Wider resources (no more one person organizations) • Utilizing joint/each other's information channels
Education	<ul style="list-style-type: none"> • Getting to know each other/education possibilities/education systems. • Visiting education providers in neighboring countries
6	Connectivity
Business cooperation	<ul style="list-style-type: none"> • Networking • Collaboration • Solving lack of housing together (businesses-municipalities-industries) • Remote working/coworking possibilities
Regional attractiveness	<ul style="list-style-type: none"> • Common communication and marketing strategy • Setting the common goals • Accessibility of information, language etc. • Working connections to southern parts of the countries • Decrease long distances to south (both mental and physical)
Education	<ul style="list-style-type: none"> • Connecting people 😊 • Getting to know each other

7 Attitude, trust, competition	
Business cooperation	<ul style="list-style-type: none"> • Business groups • Focus on collaboration instead of competing
Regional attractiveness	<ul style="list-style-type: none"> • Building trust between countries at different levels • Convincing decision makers, why cooperation would be important and should be supported. • How can we get past the lack of trust?
Education	<ul style="list-style-type: none"> • Increase the courage to utilize exchange/mobility programs. • Changing attitudes of students and teachers about the possibilities in other countries • How to socialize online/remotely? (e.g. distance learning during and after the pandemic has alienated people from each other)
8 Laws and regulations	
Business cooperation	<ul style="list-style-type: none"> • Hope 😊 for less bureaucracy, joint regulations • Information database with several languages • Make information easier to access. • Guide and help to find the right persons and services. • One-Stop-Shop • Register cross-border problems (dittgränsproblem) • Apprenticeship, financing of education providers, statistics (e.g., Swedes in Haparanda unemployed if working in FIN)
Regional attractiveness	<ul style="list-style-type: none"> • Acknowledge that there's no history of coordinating national legislation with neighboring countries. • Commitment of politicians and city officials (importance of the issue) • Considering specific features in funding (regional vs. national funding) • Regional decisions-making (decisions made in the south -> no local knowledge) • Minimizing the adverse effects of the pandemic
Education	<ul style="list-style-type: none"> • Nordic degrees, harmonization of qualifications <ul style="list-style-type: none"> ○ Differences in the education system between countries ○ Differences between countries for students who need special support. • Funding reform!